

## Diversity Awareness Books

- 1.) The origins of cultural differences and their impact on management / Jack Scarborough .

### **Book Review:**

In cross cultural business settings, the author suggests that it is not enough to know that behavior differs across cultures, but also how differences in values drive these behaviors. To truly understand the differences among cultures, one must understand their origins, how they emerged on the world stage and the various economic, political, physical, social, and religious forces that shaped them. This is a unique book in that it traces the antecedents of people's behavior and shows readers why cultures differ and includes suggestions for adjusting to these differences. Engrossing and revealing, Scarborough 's book will be essential for corporate management and others involved in international commerce, but also for their counterparts in the public sector, who also understand why it is necessary to get along with people from other cultures in the pursuit of mutually beneficial goals.

- 2.) The 10 lenses : your guide to living & working in a multicultural world / by Mark A. Williams.

### **Book Review:**

The 2000 US Census figures and studies around the globe show that we live in an increasingly multicultural world. In this ground-breaking new book, acclaimed diversity expert Mark Williams offers ten "eye-opening" lenses to help you, your organization, and everyone in it, understand how cultural diversity affects the way we live and work. There's the Assimilationist who believes that everyone should act like a true blue American, and the Culturalcentrist who believes that a person's race or ethnicity is central to their personal and public identity; the Meritocratist who is sure that if you have the abilities and work hard enough you can make your dreams come true regardless of race or culture, and the Victim/Caregiver who believes that because of bias they will never succeed. Learn more about these lenses, as well as six other lenses that Mark Williams has developed to respond to cultural diversity.

- 3.) Between cultures : developing self-identity in a world of diversity / H. Ned Seelye and Jacqueline Howell Wasilewski.

### **Book Review:**

"Fascinating and delightfully provocative. The authors have gleaned insights from history, social science, and personal experience to help the reader understand multiculturalism not as a political buzzword but as a basis for a rich personal identity." -- Marilyn B. Brewer, PhD Professor of Psychology Ohio State University Eminent Scholar in Social Psychology "Between Cultures is both timely and desperately needed. I recommend this marvelous book to all who want to free their own potential to live in harmony with themselves and with their brothers and sisters from other backgrounds." -- LaDonna Harris President Americans for Indian Opportunity ". . . introduces a new and radical way of reframing identity for those of us who navigate cultural boundaries. We are freed from being labeled into little boxes, freed to create novel options that reintegrate the intuitive with the academic. This book has tremendous implications for multicultural people and for those who work in human potential fields." -- Ruling King Director Small World Associates "Wow! A gentle, ground-breaking approach to sorting out your multicultural roots by authors who walk the talk. A must-read for all who wrestle with issues of personal and social identity." -- Leslie J. Thornton II, PhD Professor of Multicultural Education The University of Michigan-Dearborn "This book redefines the ground on which managing (and teaching) diversity takes place. People in the 21st Century should be growing into adulthood with these perspectives in their tool kit. Readers will delight in the depth." -- George Simons, PhD CEO George Simons International

4.) Diversity consciousness : opening our minds to people, cultures, and opportunities / Richard D. Bucher.

**Book Review:**

Focusing on personal growth and empowerment, this engaging study helps readers develop the ability to understand, respect, and value diversity, and demonstrates how opening one's mind to the views of other peoples and cultures is central to a satisfying and successful life—both personally and professionally. Offers current, thorough, and deeply insightful discussions on diversity and workplace issues—what they are, their significance, and their relevance to the reader; discusses concepts such as teamwork, conflict management, racism, prejudice, and communication in a clear and concise fashion; and zeroes in on the relationship between an employee's success in the workplace and his/her ability to develop flexibility in their thinking so that they can positively and effectively deal with a variety of diversity issues. Integrates many real-life experiences and perspectives throughout, encourages journal-writing, and promotes understanding with many interactive exercises, including those developed for Internet use. For teacher training education courses, staff/professional development workshops, professionals in business management and human relations, or for anyone who wants a self-reflective and proactive guide to understanding today's issues of diversity.

5.) Redefining diversity / R. Roosevelt Thomas, Jr.

**Book Review:**

Thomas (founder and president, The American Institute for Managing Diversity, Inc.) expands the concept of diversity beyond groups of people to include ideas and procedures. His diversity paradigm helps organizations assess where they are now and where they would like to be, and details eight options for action and their risks. He examines case studies of diversity at work in companies such as BellSouth, Hallmark Cards, and General Motors. Annotation c. by Book News, Inc., Portland , Or.  
Reference & Research Book News (09/01/1996)

6.) Crosstalk : communicating in a multicultural workplace / Sherron B. Kenton, Deborah Valentine ; foreword by C. Richard Yarbrough.

**Book Review:**

As a result of increasing relationships with individuals whose culture is different from our own, our communication challenges grow proportionately greater. The purpose of this text is to make it easier and more effective for workplace professionals to speak, write, interview, or meet with other professionals whose cultural backgrounds differ from their own. Offers one straightforward, strategic model for effective business communication. Enables the reader to identify and effectively communicate with a culturally diverse audience. Covers gender issues in conjunction with diverse cultures. For anyone interested in the multicultural business communications field.

7.) The diversity toolkit : how you can build and benefit from a diverse workforce / William Sonnenschein.

**Book Review:**

The diverse workforce is not only the future; it is here and now. And, with the help of The Diversity Toolkit, managers of all levels can learn easily to adapt and be sensitive to the new workforce realities. The "diversity toolkit" features easy-to-use tips for improving communications skills, practical guidance for perfecting team relationships, and helpful suggestions for attaining leadership skills. This practical guide will ensure that readers will achieve tangible results effectively and efficiently.

8.) Shades of Black : a celebration of our children / by Sandra L. Pinkney ; photographs by Myles C. Pinkney.

**Book Review:**

"Sandra and Myles Pinkney have put together a collection of photographs and words that remind us of just how rich life's real color scheme is....This one could lead children to think of how many different hues there are in all of us."  
Chicago Tribune Books - Mary Harris Russell (02/04/2001)

9.) Cultural literacy : what every American needs to know / E. D. Hirsch, Jr. ; with an updated appendix, What literate Americans know [by] E. D. Hirsch, Jr., Joseph Kett, James Trefil.

**Book Review:**

In this forceful manifesto, Hirsch argues that children in the U.S. are being deprived of the basic knowledge that would enable them to function in contemporary society. Includes 5,000 essential facts to know.

10.) Many peoples, one land : a guide to new multicultural literature for children and young adults / Alethea K. Helbig, Agnes Regan Perkins.

**Book Review:**

Celebrating the wealth of multicultural literature recently published for children and young adults, this valuable resource examines the fiction, oral tradition, and poetry from four major ethnic groups in the United States . Each of these genres is considered in turn for the literature dealing with African Americans, Asian Americans, Hispanic Americans, and Native-American Indians. Taking up where their earlier volume This Land is Our Land left off, Helbig and Perkins have teamed up once again to identify and expertly evaluate more than 500 multicultural books published from 1994 through 1999. Both considered authorities in the field of children's literature, the two of them personally selected, read, and evaluated all the books included here. Their insightful annotations help readers carefully consider both literary standards such as plot development, characterization, and style, as well as cultural values as they are represented in these cited works. Each entry also indicates the suggested age and grade level appropriateness of the work.

11.) Multicultural manners : essential rules of etiquette for the 21st century / Norine Dresser.

**Book Review:**

Both highly informative and entertaining, Multicultural Manners gives readers the understanding they need, the perfect words to say, and the correct behavior to use in a wide range of cross-cultural situations. This incisive and award-winning guide to etiquette features completely updated etiquette guidelines with special emphasis on post-September 11 culture clashes as well as a brand-new section

that demystifies unfamiliar cultures in the news. Norine Dresser identifies key cross-cultural hot spots and suggests methods that foster respect for diversity. Readers will discover the dos and don'ts of successful business and social interaction, detailed tips on avoiding embarrassment in a variety of social settings, amusing firsthand accounts of cultural gaffes, a breakdown of customs, religions, languages, and ethnicities for seventy different countries, and appropriate etiquette for innumerable settings.

12.) The art of crossing cultures / Craig Storti.

Book Review:

Words and insights of dozens of literary legends combine with Craig Storti's voice of experience to break new ground in this updated and redesigned edition of the classic that gets to the heart of the cross-cultural experience.

13.) Teaching culture : strategies for intercultural communication / H. Ned Seelye.

14.) Training for the multicultural manager : a practical and cross- cultural approach to the management of people / Pierre Casse ; [photographs by M.L. Bussat].

Book Review:

The goal of this book is to help busy professionals communicate across cultures by promoting cross-cultural understanding and fostering communication with foreign-born employees or employers. Brief, practical, and reader-friendly, it provides new insights on cultural requirements not taught in sales training manuals. Guide to Cross-Cultural Communication is a handy reference with information pertinent to negotiations, business writing, and speaking with those from diverse cultural backgrounds, with business-related examples throughout. Essential reading for those interested in understanding and improving intercultural communication both inside and outside their organizations; especially managers, executives, and other business professionals who must communicate in an increasingly multicultural workplace.